CONTINGENCY PLANS HELP GUIDE COUNTIES DURING THE UNCERTAINTIES OF COVID-19

By Bruce Chladny, Executive Director

In a recent Zoom conference, Mr. J.G. Scott, director of the Kansas Legislative Research Department, discussed a new fiscal forecast for the State. He reported that Kansas is facing a projected 8.1% shortfall in its next state budget. This, after a new fiscal forecast issued April 20 slashed projections for expected tax collections over the next 15 months by nearly $1.37 billion – a direct reflection of the economic damage associated with the coronavirus pandemic.

Nationally – According to its website (www.naco.org) new research by the National Association of Counties (NACo) shows the COVID-19 pandemic could have a $144 BILLION budgetary impact on counties of all sizes. This estimate is based on feedback from NACo members and includes $114 billion in lost revenue from county-collected sales tax and local fees, as well as $30 billion in additional expenditures related to COVID-19, but does not include budgetary impacts related to other funding streams like property taxes and the local share of state-collected revenue.

Major county revenue sources that support critical local services are at risk, yet as counties you are limited in your ability to raise additional funds to make up this deficit. Small and medium-sized counties will especially struggle to handle the unexpected rise in costs. Overall, counties’ costs and responsibilities are growing throughout this crisis, and the federal-state-local partnership has become more crucial than ever.

So the question becomes: “As a County – what should we do?” In a recent conversation with Ryan Adkison, Butler County Assistant County Administrator and Finance Director, I gleaned these helpful tips:

First and foremost, stay calm and do not over-react. Admittedly these are uncertain times; however, careful planning and thoughtful actions will help us through. He suggests looking at 2008 and 2001 events to help project 2020 and 2021 happenings. Compare lost revenues and where that revenue came from and apply it to today’s events. Sales tax revenues are down, but for how long? And what percent of your overall general fund is that

continued next page
revenue? On the flip side, property values are stable in the short term. However, delinquency rates of property tax payments may rise in the short term. What may be cash flow problems now, will work themselves out with careful planning in the future. Likewise, he suggested focusing on general fund reserve balances. Some counties have 5% to 10% balance. Better yet, 25% reserve fund balances greatly help mitigate rocky waters like we are currently encountering. As for long-term planning, Ryan suggests spending time analyzing the various revenue streams and making contingency plans that include action steps along the way should they drop. For example, if revenues fall by a certain percent, then a specific action kicks in – such as cease filling staff vacancies and minimize overtime expenditures. After that, Capital Improvement Projects might be put on hold and so on. Ultimately, staff reductions or downsizing of the organization may be necessary.

But my hope is that we do not get to that point. There are still several options available to Counties to recoup COVID-19 expenditures from the State and Federal levels. I have heard from various channels that money is starting to trickle in in many different forms. As an organization, you should be communicating with one another about funds coming in and expenses going out. Many of you that I have spoken with shared you are tracking all COVID-19 expenses in your accounting system with a unique code. This will make reimbursement of expenditures manageable. To that end, our office recently sent out a survey requesting your Pandemic expenses to date. The State will be receiving more than $1 billion from the US Treasury to fund COVID-19 efforts. Jay Hall and I have been in constant communication with the Governor’s office to advocate on your behalf that local County governments receive a portion of that money to help reimburse expenses.

And I need your help in developing an amount suitable to cover the costs. Through this exercise, I discovered that many Counties are tracking expenditures that will ultimately be reimbursed from the FEMA PA program. There is nothing wrong with this mindset. However, FEMA may take 12 to 18 months to send payments, while CARES Act funding is in the State coffers and ready for use now. Admittedly, there are some differences in what each of those funding sources will cover, but they both will help. We will continue to ask for a portion of this money on your behalf.

But the true answer lies in lost revenue. If sales tax and other use taxes decrease and stay low, if property tax collections tank, or oil and gas devaluations destroy incomes, lost revenue is what will be sorely needed to maintain basic county services. NACo is continuing to push on our behalf and asks for our assistance in advocating for CARES Act 2.0 which would allow for lost revenue replacement at the local level. I encourage you to stay vigilant and in contact with our Federal partners as this bipartisan bill continues to build support on Capital Hill.

For more information on this and other COVID-19 resources visit our KAC webpage www.kansascounties.org as well as the NACo website and explore the latest report on the coronavirus (COVID-19) pandemic’s impact on county finances www.naco.org
COVID-19 continues to take time away from our routine duties. The Governor’s new plans are in place and we now can get back to a routine of springtime duties. What most counties do this time of year is to begin diligent work on next year’s budget. With the financial effects the virus has had on the economy of our state and your local county, it will be a challenge just to maintain status quo for next year. Hopefully, the federal distribution to the State of Kansas – an allotment of $1.25 billion – will help your county’s financial situation. Most counties have drawn down on reserves to cover immediate costs related to the virus. The Governor has not yet put the criteria together for the distribution of these funds. We hope to see those plans within the next few weeks.

I want to thank Gov. Kelly for agreeing to hold a conference call on April 27 with the KAC Executive Board, our Emergency Management and Health Department representatives, and Bruce and Jay. During this forty-minute call, we were able to visit about Gov. Kelly’s plans to reopen Kansas on May 4 along with related questions and concerns expressed by our county members.

A special salute send out to Norm Bowers. I personally want to thank him for his service to the KAC all these many years. May 22 is Norm’s official retirement date, so please take a moment to reach out to him one last time and join me in thanking him for all his years of dedicated service to KAC.

I hope the month of May goes a whole lot smoother for everyone.
On Thursday, April 30 at 6:30 p.m., Governor Laura Kelly announced details regarding her statewide plans for reopening Kansas. The Ad Astra Plan for Reopening Kansas includes four distinct implementation phases to reopen our state gradually and safely.

Under Governor Kelly’s Ad Astra Plan for Reopening Kansas, Kansas Counties can be more restrictive, but not less restrictive, during each of the four statewide phases.

Each of the plan phases has a maximum gathering limit:
**Phase 1** – 10 people (May 4)
**Phase 2** – 30 people (no earlier than May 18)

**Phase 3** – 90 people (no earlier than June 1)
**Phase 4** – Not yet assigned (no earlier than June 15)

Each phase will be governed by an executive order. The state will move through the phases based on health metrics that will be available publicly. During each phase, some businesses and activities will be allowed to reopen, as detailed in the plan.

Individual counties can be more restrictive to businesses opening and gathering limits, but not any less restrictive (i.e., allowing a business that is not allowed to open statewide to open locally.)
or allowing larger gatherings within the county than permitted by the statewide order). While local counties can move more slowly through the phases, counties cannot move through the phases more rapidly (i.e. move into Phase 3 while the state remains in Phase 2).

Please visit the Kansas Association of Counties website, www.kansascounties.org where you will find detailed information regarding the Ad Astra Plan for Reopening Kansas, and industry specific guidelines for reopening businesses.

The official state Ad Astra Plan for Reopening Kansas information is located at: https://covid.ks.gov/ad-asta-a-plan-to-reopen-kansas/ ■

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**STARTING OVER**

By Jay Hall, Legislative Policy Director & General Counsel

Coronavirus has presented us with plenty of challenges. Those challenges, however, are also opportunities for us to move forward.

As we reopen our courthouses, however, we have to make sure that county functions continue to be fulfilled. As we move from our current work environments back into a more traditional setting, there are several things to keep in mind.

First, how will you serve the public while keeping everyone as safe and healthy as possible? Do you need more cleaning staff at the courthouse? Do you need to re-arrange waiting areas so that patrons are not as close together as they wait? Will you screen individuals at the door? Each of these questions should be answered with a plan to reopen safely and successfully.

Second, how will you staff your offices? Do you need to separate your staff to observe social distancing?

Can (and should) some county staff continue to work from a remote location to allow for less person to person contact within the office environment.

Finally, how should counties continue to make their meetings accessible during this time? We are in the middle of the budgeting process, one of the most important parts of the year. How can counties make this process accessible to the public during this time when elements of social distancing may still be necessary?

Each county should carefully consider each of these questions, as well as other questions that may be presented locally in order to open county functions in an orderly fashion to instill confidence that county government is still here to serve the community. ■

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**NATIONWIDE RETIREMENT SOLUTIONS (NRS)**

Contact: Don Regan, Program Director
Address: 535 16th St., Suite 320
Denver, CO, 80202
Phone: 309-660-2917
Fax: 855-282-7912
Email: regand2@nationwide.com

Nationwide Retirement Solutions (NRS) administers the NACo 457 Deferred Compensation Program for county employees across the U.S. NRS provides education, investments and recordkeeping functions for these plans. Along with the 457 Plan, NRS also administers a 401a Match Plan and the Post Employment Health Plan (PEHP), a plan that provides retiree health care reimbursements, tax free.

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**CONTRIBUTORS**

Photographs: Gary Bynum

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In case you haven’t heard I am retiring on May 22, so this is my last On the Road article for the County Comment. Yes, I am old enough to retire (72), the above picture was taken when I started work for KAC in 2007 and I continued to use it although I might now look just a little older.

When I started in 2007, the Local Road Engineer was a new position financed by a grant from KDOT. At that time I had retired from Johnson County and wasn’t looking for work. I told Randall Allen, KAC Executive Director at the time, that I would do the job for a couple of years to get the program off the ground. However, a funny thing happened, I loved the job and the relationship with county, and I just kept on working.

This is my 153rd monthly article on road stuff. You would think I would have run out of subject matter for articles but different problems keep arising that need to be discussed in detail. These articles are good reference material and most of them, and all the good ones, are available in the Resources section of the KCHA website.

Perhaps a little history is in order. I grew up in road work, and my earliest pre-grade school memory was riding in the cab as my dad bladed roads in Marion County. I have been County Engineer in Marion, Coffey and Johnson counties. So when I started this position in 2007 I had over 30 years’ experience in county road work. I thought I had seen almost everything that could happen. Man was I wrong; it seems like I learn something new every day. I bring this up, because it is going to take a while for the new person, whoever that might be, to get up to speed.

Since this is my last article I thought it appropriate to mention a few issues that are widespread throughout the state:

Training: Training is inadequate, especially for those in supervision. Rules and regulations are becoming more complicated at the same time retirements and general turnover is resulting in relatively green people being pushed into supervision. They may understand the field operations but struggle with organization and office work. Supervisors unsure of their authority get pushed around by employees, contractors, aggressive land owners, and even commissioners.

Gravel Roads: It seems like we are making the same mistakes over and over again. In many counties we aren’t doing any better than we did 50 years ago. Lack of training and inexperienced supervision along with poor pay for grader operators are the major reasons.

Blaming the wrong person: In the counties where there are poor roads there is a tendency for the public to blame the road supervisor. However, usually the culprit is a road budget that is not keeping up with inflation.

Long Range Planning: Road departments are getting smaller and budgets are not keeping up with inflation. The result is poorer road and bridge conditions. Counties should, but usually don’t, do long range road planning. The plan should prioritize projects based on available funding. There is a likelihood that we will need to reduce the number of bridges and miles of blacktop and gravel roads. This reduction should be planned and we are not now doing that.

Enough preaching. In case you are interested, I have some big plans on retirement. I have a goal to bike at least 50 miles in 50 states. Currently, I am at 28 states. I have the easy states, so it is going to take a few years to complete the list. In addition to being a road guy, I am a land surveyor. In cooperation with Steve Brosemer of Emporia, I have written over 50 articles on surveying. I hope to write a book on surveying in Kansas. That should keep me out of trouble and out of the coffee shop and grain elevator where the old guys meet every morning to complain about the roads.

I had hoped to say personal goodbyes to all my county friends at the spring district meetings and the highway association spring conference in May. However, COVID-19 changed all that and it doesn’t feel like we are getting proper closure. This job has been both interesting and fun. I have made so many friends and memories. I will remember my friends and cherish those memories. I am honored to have worked for you.

COUNTY COMMENT • May 2020
As the novel coronavirus impacts communities all across the nation, the importance of the global supply chain has come into even clearer focus. An integrated network of planes, trains, ships and trucks deliver, on average, 54 tons of goods per American each year. The entire logistics network is working to keep shelves stocked and deliver necessary goods.

As you know, freight railroads deliver raw materials and goods of all kinds, including those essential to preserving public health and our well-being. Here’s a closer look at how they’re managing this task today in the face of COVID-19 and what exactly trains are carrying to keep the store shelves stocked and beyond.

1. **Serving as a “Community Lifeline”**
   - Freight railroads are among the “Community Lifeline” sectors designated by the Department of Homeland Security and the Federal Emergency Management Agency because they are necessary to enabling the continuous operation of critical government and business functions and are considered essential to human health, safety and economic security.

   This designation means that while restrictions in certain states, including shelter-in-place actions or non-essential business closures, restrict social and economic activity, rail workers, suppliers and contractors are typically designated as “essential critical infrastructure workers.”

2. **Moving Amber Waves of Grain**
   - Rail is an agricultural lifeline for grown products, transporting 1.6 million carloads of food products and nearly 1.5 million carloads of grain annually. Right now, as always, railroads are originating about 60,000 carloads of food and agricultural products each week. This includes both perishable items – moved in refrigerated cars called “reefers” – and non-perishable goods like pasta, canned goods, flour and even pet food.

   Further, as North American farmers begin planting this spring to grow crops needed this fall and beyond, freight rail will remain intrinsic to this process, moving everything from farm equipment to agricultural chemicals and finished fertilizers. Last year, railroads moved 2.4 million carloads of fertilizers and other chemicals crucial to farming.

3. **Hauling Consumer Essentials and Beyond**
   - Rail intermodal – the transportation of shipping containers and truck trailers by rail – might not be a household term but it is a system that keeps your household stocked. Thousands of consumer goods, including a large number of products sold at retailers like Target or Walmart, arrive with the help of rail intermodal. All those items that have become even more important as we quarantine and practice social distancing – from toilet paper to cleaning products to the toys we’re using to entertain our kids – have likely traveled by rail at some point on their journey to your home.

   And while you know by now that trains deliver raw materials and goods of all kinds, you might not realize
that this includes things like the chemicals required for medicines and food packaging, chlorine-based disinfectants for water, energy products that support electricity demands, and municipal waste.

4. Protecting Rail Workers

Like medical professionals and grocery store clerks, supply chain employees – from truck drivers to the rail workers involved in every aspect of managing the 137,000-mile U.S. rail network – are front-line personnel tirelessly working to deliver what we need during this pandemic.

To keep the trains running and ensure they protect rail employees during this national crisis, railroad companies are taking a number of steps, including activating secondary dispatch and operations locations as well restricting access to mission-critical locations to only essential staff and transitioning some employees to telework to reduce density at work locations.

For the nearly 150,000 skilled professionals – including train, engine and yardman (TE&Y) crafts – keeping the network running, railroads are expanding the frequency of cleaning and sanitation; restricting air travel; directing employees to stay home when sick; providing timely, accurate information about how to protect themselves and their families; and implementing CDC-recommended effective hygiene and spatial distancing practices.

5. Answering the Call of Duty

The history of railroads in America is the history of America’s development, including national and international crises from previous pandemics to economic depressions, natural disasters and two world wars. Freight railroads have played important roles in the responses to national tragedies like 9/11 and Hurricanes Katrina, Sandy and Matthew in recent years. And, from the time of the Civil War, in fact, railroads have been essential to wartime efforts, even carrying the wounded on some of the first hospital cars improvised from rolling stock—a tradition carried on during World War II.

Though we’re facing a different threat today, America’s freight railroads will continue to answer the call of duty.

Article by Brett Sebastian, Kansas State Director, GORAIL. GORAIL unites a coalition of public officials, civic and business organizations, community leaders and stakeholders to support rail solutions for tomorrow’s transportation challenges.

KCAMP is a member-owned self-insured property and liability risk retention pool providing coverages to 72 of Kansas’ 105 counties. Formed in 1991 as a viable alternative to commercial insurance, KCAMP offers broad coverage at low stable rates.

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Approximately 85% of U.S. public entities belong to risk retention pools. Contact us to learn why.

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EMPLOYMENT OPPORTUNITIES

Road Foreman/Department Head – Comanche County

Comanche County Commissioners are seeking an individual experienced in all phases of road maintenance and road construction to head a department as County Road Foreman.

This position is a supervisory position in which more than ten years of public works planning, designing, maintenance, supervisory experience, budgeting, good public relations skills and repair experience is preferred, at least five years of previous experience is required.

This position supervises the Road and Bridge Department. A high school diploma or GED is required as is a valid Kansas CDL drivers license. Successful applicant must be able to pass a physical, background investigation, drug screening and meet the physical requirements of the job.

Salary negotiable depending on qualifications, with excellent benefits. Applications are available at bbayne@cmcounty.co. Send application or cover letter with resume to the Comanche County Clerk’s Office, PO BOX 776, Coldwater, KS 67029 or emailed to bbayne@cmcounty.co. Phone: 620-582-2361.

Applications and resumes will be accepted until position is filled. Comanche County is an equal opportunity employer.

Road & Bridge Division Manager – Harper County

Harper County Public Works Department is hiring for a Full Time Road & Bridge Division Manager, who will work in conjunction with the Public Works Director to help administer the Department, including all Road & Bridge operations, planning, budgeting, and personnel management.

Requirements include High School Diploma or equivalent; Bachelor’s in Civil Engineering or APWA PWS, PWM, or PWE Certification preferred. At least seven (7) years of related Road and Bridge experience, including four (4) years at a supervisory level preferred. Applicants possessing an equivalent combination of education and experience that would provide the required knowledge and skills to perform the job may be considered.

Pre-employment drug screen and criminal background check required. Current CDL is preferred.

This is a full time exempt position. Actual salary will be determined based on experience and skill level.

Full Time positions offer paid health and dental insurance options, employer funded Health Reimbursement Account, KPERS retirement plan, Life Insurance and a generous Paid Time Off (PTO) benefit.

Applications are available in the Human Resources Office of the Harper County Courthouse and online at www.harpercountyks.gov.

Harper County is an Equal Opportunity Employer.

Planning and Development Director – Riley County

Seeking candidates that possess; Minimum ten years progressively responsible public planning experience with at least six years of supervisory experience. American Institute of Certified Planners (AICP) certification, or ability to obtain certification within 2 years of hire date.

Master’s degree from an accredited college or university in planning, urban design, architecture, landscape architecture, public administration or a related field. Residency within Riley County is required within 1 yr of hiring. Hiring salary range is $103,401 - $112,990, DOQ.

View full position details and apply online at https://ks-rileycounty.civicplushrms.com/careers/.

Cover letter, resume, and three work-related references are required with the completed application. Applications accepted through May 24, 2020 with an anticipated hire date of August 10, 2020.

Equal Opportunity Employer

Noxious Weed Supervisor – Phillips County

The Phillips County Commissioners are taking application for the position of Noxious Weed Supervisor. Under the administration supervision of the County Commission, the position is an exempt position under FLSA. The employee’s responsibilities include but are not limited to the department budget, report preparation, chemical sales and usage, the control and eradication of weeds and equipment maintenance. One year of experience in weed control and chemical application is preferred. Benefits include health insurance, KPERS and vacation/sick leave. Salary is negotiable. Application can be picked up at the County Clerk’s Office or by e-mail at coclerk@ruraltel.net

This position is open until filled. Phillips County is an EOE.

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Emergency Management Director – Norton County

Norton County is seeking applicants for the position of Emergency Management. Under the supervision of the Board of County Commissioners, the Emergency Management Director is a non-exempt position under FLSA. This employee is responsible for providing direction and implementation of all aspects of emergency preparedness, including coordination of all public entities responding in times of disaster or emergency, training of personnel and conducting programs for the protection of lives and property from natural and man-made disasters and national security related events. The employee in this position schedules, trains, or schedules other instructors to train personnel, both paid and volunteer, in the proper procedures for dealing with public disasters and emergencies. The Director oversees the smooth operation of the department and generates ideas, which should improve the overall methods of response of emergency personnel to a variety of emergency situations.

This is a full-time exempt position. Actual salary will be determined based on experience and skill level.

Full-time positions offer paid single health insurance, dental and vision, KPERS retirement, sick and vacation leave and a life insurance policy.

Applications are available at the Norton County Clerk’s office, Norton County Courthouse. Contact information is 785-877-5710 or robert@nortoncountyks.gov

Norton County is an Equal Opportunity Employer.

Public Works Director – Jefferson County

Jefferson County is seeking applicants for the position of Public Works Director. Under the Jefferson County Board of Commissioners, the Public Works Director is responsible for administration, supervisory oversight, and other related tasks in the planning, construction, and maintenance of Jefferson County road and bridges, and County facilities and grounds. Fleet acquisition and maintenance, solid waste management, and the administration of the Kansas Noxious Weed law are also the responsibility of this position.

A bachelor’s degree from a 4-year college or university is preferred, along with three to five years related experience and/or training; or an equivalent combination of certified education and experience. Applicants must have the ability to supervise employees and carry out supervisory responsibilities including interviewing, hiring and training employees; planning, assigning and directing work; appraising performance, rewarding and disciplining employees, addressing complaints and resolving problems.

Applicants must have knowledge of applicable County, State and Federal laws, rules and regulations pertaining to department operations. Applicants must have experience in budget preparation, monitoring and management as it relates to the department. Applicants must have organization, leadership and planning abilities as well as strong oral and written communication skills.

Applicants must have knowledge of the principles and practices of road construction and maintenance; road, asphalt and construction materials’, knowledge of asphalt and oil emulsions and application rates, knowledge of safe and proper operation of heavy equipment for training new personnel.

Jefferson County offers a robust benefits package including health and dental insurance, KPERS retirement, vacation, sick leave, discretionary leave and more. Applicant must have a valid driver’s license. Salary will be negotiated based on education and experience. Jefferson County is an equal opportunity employer and complies with the Americans with Disabilities Act. Pre-employment drug screen, vision and hearing tests are required. Applications are available from the County Clerk’s office or online at http://www.jfcountyks.com/619/Employment. Position will be open until filled.
County Appraiser – Pottawatomie County

Pottawatomie County, Kansas - seated in Westmoreland - is one of the fastest growing Kansas' counties.

The County Appraiser’s Office is required by law to annually appraise all tangible, taxable property. In Pottawatomie County there are 15,880 residential, agricultural, multi-family, commercial and industrial parcels as well as 3,591 personal property accounts. The County Appraiser leads, manages, plans, organizes, administers and directs the activities and operations of the Pottawatomie County Appraiser’s Office in compliance with County policies and applicable Kansas statutes. In conformance with the Kansas State Property Valuation Department, a division of the Department of Revenue, the County Appraiser Office serves and assists the property assessment needs of the citizens and the community.

The County Appraiser advises the County Administrator and Board of County Commissioners on matters pertaining to property appraisals and attends meetings of the BOCC, responds to inquiries made by the Commissioners and other County officials and makes presentations on a regular basis. For more information about Pottawatomie County and the County Appraisers Office visit www.Pottcounty.org.

Minimum qualifications include a diploma, GED, or equivalent. Employee is required to be listed as an eligible Kansas Appraiser by the Property Valuation Department, a Division of the Department of Revenue and either certified as a General Real Property Appraiser pursuant to Article 41 of Chapter 58 of the Kansas Statutes Annotated and amendments OR possession of one of the required appraisal designations which includes: a Registered Mass Appraiser pursuant to rules and regulations adopted by the Secretary of Revenue or having obtained a valid certified Residential Evaluation Specialist or Certified Assessment Evaluation designation from the International Association of Assessing Officers, as required by K.S.A. 19-430. Must have a minimum of three (3) years' CAMA experience and property appraisal experience and also direct supervision experience. Must have superior written and verbal communication skills.

Preferred qualifications include any Degree in Finance, Accounting, Economics, Business Administration, Regional/Urban Planning or a related field combined with additional CAMA assessment administration or other local government education and training or (3) years of experience in assessing properties. Combination of education and experience accepted. Commercial experience a bonus.

Compensation
The compensation package includes a competitive base salary and benefits that will ultimately depend upon the qualifications of the selected candidate. The beginning salary will be commensurate with experience. The County offers excellent benefits which include: KPERS retirement, paid time-off, medical/prescription insurance, dental, vision, and other benefits.

To Apply
The position will remain open until filled. For consideration, please visit www.ksgovjobs.com to complete an application. Contact Human Resources at: Pottawatomie County, KS; PO Box 348; Westmoreland, KS 66549, or humanresources@pottcounty.org; or 785-457-3455 for more information.

Pottawatomie County is an Equal Opportunity Employer

County Administrator – Ellis County

Ellis County (KS) Administrator. Public management experience desired. MPA degree desired; BA required. Salary range $90,000-$110,000. Resumes accepted until noon, May 15. Detailed position opening description available at https://www.ellisco.net/jobs.aspx . Email resumes to dmyers@ellisco.net
Road & Bridge Supervisor – Pottawatomie County
Pottawatomie County Public Works Department is hiring for a Full Time Road & Bridge Supervisor, who will work in conjunction with Public Works Administration to help direct Road & Bridge operations, planning, budgeting, and personnel management.

Minimum Starting Rate: $22.31/hr, actual pay DOQ

Responsibilities: Coordinates and supervises maintenance, repairs and construction activity on paved roads, bridges, and large culverts. Exercises considerable discretion in carrying out work details and in the allocation of work to subordinates. This employee is responsible for the supervision of subordinate personnel.

Requirements: A high school diploma, GED or equivalent is required. The equivalent of a two-year degree from a vocational or technical school with major studies in construction or engineering is preferred. Three to four years of similar or related experience, plus supervisory experience, is required.

Special Requirements: Must have (or be able to obtain within 60 days of employment), and maintain a valid Class A Commercial Driver’s License (CDL); must have and maintain a clean driving record.

Includes excellent benefits (health, dental, vision insurance, KPERS retirement, paid time off, and more). Visit ksgovjobs.com for more information and to apply. Applications will be accepted until the positions have been filled. We recognize WorkReady certificates. For more information, 785-457-3455 or humanresources@pottcounty.org. Applicants recommended for employment are subject to post-offer pre-employment screening including a pre-employment drug test. Pottawatomie County is an EOE.

Bridge Foreman – Pottawatomie County
Pottawatomie County Public Works Department is hiring for a Full-Time Bridge Foreman.

Minimum starting rate: $18.35/hour (actual pay DOQ)

Position Responsibilities: Supervisory work involving the daily planning and execution of bridge maintenance and construction activities. Work involves responsibility for independently planning and supervising the activities of the bridge crew. Additional responsibilities include repair and construction of wood, steel, and concrete bridges, culverts, and other drainage structures.

Education/Experience Required: High School diploma or equivalent is required, with graduation from a vocational school desired. Two to four years of similar or related experience preferred, with one to three years of supervisory experience required. Combination of training and experience that provides the required knowledge, ability, and skill will be considered.

Special Requirements: Must have (or be able to obtain within 60 days of employment), and maintain a valid Class A Commercial Driver’s License (CDL); must have and maintain a clean driving record.

Includes excellent benefits (health, dental, vision insurance, KPERS retirement, paid time off, and more). Visit ksgovjobs.com for more information and to apply. Applications will be accepted until the positions have been filled. We recognize WorkReady certificates. For more information, 785-457-3455 or humanresources@pottcounty.org. Applicants recommended for employment are subject to post-offer pre-employment screening including a pre-employment drug test. Pottawatomie County is an EOE.